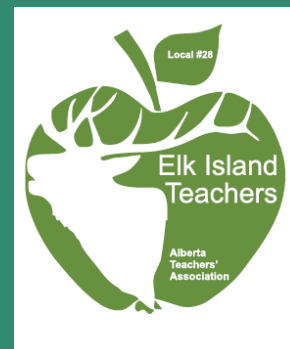


ELECTED

Jason Schilling

THE
BUGLER

ATA Local #28



March 2019

CONGRATULATIONS GO OUT TO OUR NEW PROVINCIAL ATA PRESIDENT – JASON SCHILLING!

TEACHERS SUPPORTING TEACHERS

TransformEd
CLASS OF 2030

*EIPS teachers explore
STEM professional
development ...on page 5*

*Make your voice
heard!!!*

*Learn about the
mediation report,
understand the
bargaining process,
and vote!*

... on page 3

LOCAL COUNCIL PRESIDENT REFLECTS AND REFOCUSES

Congratulations to Deneen Zielke who has been acclaimed as President for another 2-year term. In an interview with Deneen we take a look back and then turn the focus to moving forward.

What are some accomplishments from your first term as President?

I think what I am most proud of is the team with whom I work. The Local Executive is such a hard-working and committed group that truly epitomizes the term "teamwork". I certainly could not do my job without their expertise and support.

Together we have launched our new website and EasyPD app. To me, that has been a huge step that has launched us into this millennium. Our previous system was so antiquated and cumbersome. I have heard fantastic feedback from members regarding this.

From a Local perspective it also, for the first time, allows us to communicate directly with our members. This is so important as, although we have a cooperative

(continued on page 2...)

MEMBER ENGAGEMENT REMAINS A CHALLENGE FOR LOCAL

(continued from page 1, interview with Deneen Zielke, Local Council President)

relationship with our employer, that has not always been the case, and we don't know what the future holds. It sets us up for whatever comes our way.

I am also very pleased that we have for the first time established a Local office. It raises our profile as a professional organization and allows us flexibility for meetings and for members to contact us.

Finally, some things that I am most proud of are the intangible conversations that I have had with various leaders in the district that allow me to share teachers' stories. These often initiate conversations that lead to considerations that positively impact teachers.

What were some challenges?

I think my biggest challenge was the same challenge the Local is facing now and that is member engagement. I am struggling with how to get members to see the importance of knowledge regarding their association and their collective agreement. I worry about teachers that don't understand the Code of Professional Conduct and could find themselves in serious difficulties. I am concerned about teachers that don't fully understand their collective agreement and are missing out on things they are entitled to or are surprised when things aren't as they assumed. I am also really concerned about the upcoming provincial election. Having experienced rollbacks, a strike, and really unpleasant times with the government of the time, I know how bad things can get for us and the students we teach.

What surprised you the most about being President?

I have been involved with the Local for many years as TBAC Chair, so I had a good idea what the position entailed. However, the amount of confidential information that I am privy to does make things interesting. I can't often share what I know, but rely on established relationships and members trust to know I am acting in their best interest

What are 3 priorities for the Local moving forward?

Well, the next few years will prove to be very interesting. Right now, we are bracing for the provincial election. Depending how that turns out we could be either working in 'protection' or 'promotion' mode.

Either way, working with the provincial association to address violence in the classroom will be a focus. Curriculum implementation will also be a huge undertaking that will require collaboration with the district. Finally, I would like to do some more work on the website to improve member experience and administrative efficiencies.

I truly love representing my colleagues in my role as president and look forward to the term ahead. I would encourage everyone to entertain the idea of becoming involved in the Local ATA as a Staff Representative, a committee member, or a member of Executive. No experience is required, but you will become well informed in many areas directly related to your work and understand the relationship between the provincial association, the district, and the Local. If you are interested, please put your name forward at our April Annual General Meeting. We would love to have you!

CRITICAL UPDATE ON THE COLLECTIVE AGREEMENT MEDIATION REPORT



This information was already sent to many members via a CyberImpact email. If you are not receiving updates from our Local, [sign up for an account on our website](#).

Recently, the Central Table Bargaining Committee (CTBC) presented a mediator's terms of settlement to Local Presidents and TWC Chairs across the province. It was also released behind the firewall on the [provincial association website](#).

It is **extremely** important that you familiarize yourself with the document so you can make an informed decision in the next step of the bargaining process. This collective agreement **includes clauses related to salary, benefits, and working conditions**. Decisions will be made that affect all teachers. **It is imperative that you understand what is at stake and have your voice heard. The decision will be determined by a 50% plus one vote.**

CTBC members worked tirelessly to promote the clauses in our opening proposal regarding class size, composition, and salary. It was communicated that this did not have an impact on the TEBA (Employer Bargaining Group). CTBC had to change tactics to be able to continue bargaining. Their position became one of "Advance what we can and protect what we must".

At this point ATA Provincial Executive Council has voted to recommend consideration of the document by the membership. This vote will be solely decided by the membership. No recommendation is being made. Please refer to the Bargaining Process Flowchart to determine next steps. If defeated a strike vote is possible.

Member Information Meetings (MIM) will be held between March 18 – April 2nd. **This is the place to receive information from CTBC regarding decisions made.** Detailed information will be posted on [our website](#) as well as the [provincial website](#) in the 'Members

Only' section. Please contact us if you have any questions and you can't make it to a meeting.

The most accessible MIM for Local #28 members will be held on April 1st. Time and location information is on [our website](#) and will also be sent to website members via email.

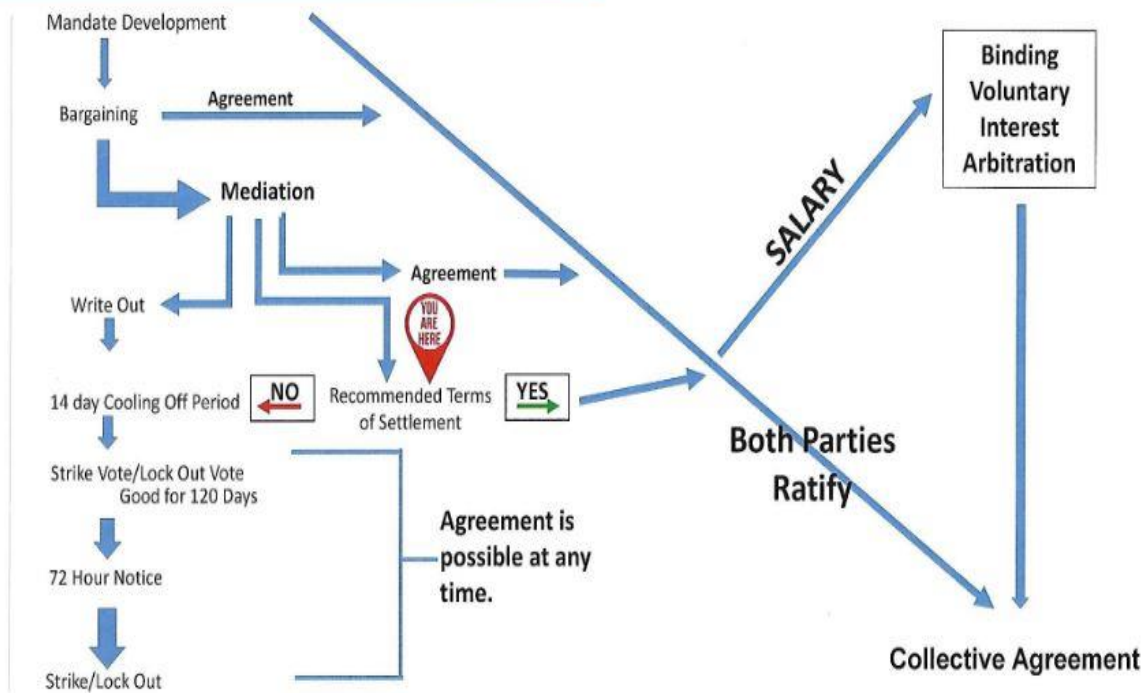
Voting takes place online April 4th, 5th, 6th, 7th. You need [an ATA provincial account to vote](#).

Please visit [our website](#) for other MIM dates/locations and for information regarding our Local's Interpretation of Advancements.

MEDIATION FLOWCHART



Central 2018 Bargaining Process Flowchart



TBAC UPDATES

by Stephen Anderson (TBAC Chair)

Greetings my hard-working colleagues! Finally, it seems the harshest winter in over 40 years is behind us! This is a very busy time of year for us teachers with open house nights, report cards, and parent-teacher interviews. I am sure you are all looking forward to a well-deserved break. I want to take a moment to thank all of those teachers who have given me feedback and information to present to the board. Having specific information about the challenges you face makes it much easier to represent teachers and bring forth those concerns to the Trustees and our Superintendent. Please continue to inform me of areas where you could see improvement within EIPS.

We had our 3rd Teacher Board Consultation Committee (TBCC) meeting of the year on March 11. Our meeting was productive, and we had the opportunity to bring up many issues on behalf of teachers.

One of the issues we asked for an update on was the new field trip system. In previous discussions we had brought up that it would help a great deal with teacher workload if EIPS had a system like other boards where parents can sign permission and pay for field trips online. Unfortunately, it seems that they are having trouble finding the right provider for our system and this is still a work in progress.



The area we spent the most amount of time discussing was staffing and specifically our request to update administrative procedures 417 (Staff Reduction) and 400 (Employee Recruitment and Selection) to include the current hiring policies which have been expressed to teachers regarding selection of candidates and staffing reduction by human resources. We have had this item on the agenda since September but the Associate Superintendent of Human Resources (Mr. Brent Billey) was not in attendance at our first 2 meetings and we felt it important that he hear our message.

We expressed that although the system in many ways is working well, there are concerns that the administrative procedures lack clarity and this is causing a great deal of stress to our teachers. We specifically asked for a more concise AP which clearly states a timeline when teachers would be told of a surplus situation. We also requested clear rules on how long positions should be posted internally before posting externally and clear rules outlining the situations in which and external candidate may be hired. We expressed that the APs are very vague and then provided examples of other boards which have a much more concise hiring policy.

When it came to staff reduction, we provided an example of a teacher currently teaching grade 5 being told they were being surplus from the school as they only required one

grade 5 teacher and the individual had no experience teaching grade 3 even though they had more seniority than the grade 3 teachers. We expressed that while we understand that there are some specialty programs such as music, second languages etc. where seniority should not be the only deciding factor in staff reduction, that too many games were being played and the AP should be more concise. We expressed that if the rules were concise that everyone would know the rules, and this would cause less stress in our schools.

We are hoping they listen to our message and soon make changes, however in the meantime we were told if we had any specific concerns to let them know as they have stated their goal is to be clear, concise, and transparent. If you are having any issues or have any questions about hiring policy, please contact me.

We also discussed briefly that some teachers are frustrated that parents are complaining directly to administrators and even central office without notifying the teacher. We discussed how this is not always the easiest situation and sometimes different approaches need to be taken however we all agreed that the teachers should be included as soon as possible.

Another topic we brought up was that some teachers are feeling that classroom visits by administrators are beginning to feel more like evaluations than collaboration by including checklists and written critique. It was expressed that this is not the way they would like to see visits take place and we all agreed that visits should be about collective collaboration.



One more discussion we had was about teachers feeling that more and more students are taking lengthy vacations during school time and the frustrations of the increased workload teachers have by being asked to provide work as well as assessment when students return. We discussed how the expectations of the teacher are rather different depending on whether a student is on an elective vacation as opposed to say for

instance in the hospital. We were encouraged that this is a discussion we should be having at each school to come up with policy, so teachers are not undermining each other by having different rules and expectations classroom to classroom.

Our next and last TBCC meeting is scheduled for June 10th. Please keep me updated on any non-collective bargaining issues you feel could be addressed to enhance your working conditions. You can reach me at tbacchair@elkislandlocal28.ca.

WHAT IS AN AGM?

JOIN US ON APRIL
16TH

by Irene Deatcher

The Annual General Meeting (AGM) is a meeting open to ALL members of Elk Island Public #28. It will be held every April and will be followed by a Local Council meeting – members attending the AGM do NOT need to stay for the Local Council meeting portion and may leave directly after the AGM.

The purpose of the AGM is to involve the General Membership in to preparing the Local for the next operational year. ***It is an opportunity for all members to ask questions, give input, and get involved.***

Three major tasks are accomplished at every AGM. The first is the ***establishment of the new Local Executive.*** Most executive positions (except for Local President)

are filled for one-year terms. Any Local Member is eligible to run for any of the positions – in fact, we encourage members to put their names forward and get involved! Nomination forms can be accessed and submitted at the AGM or can be requested in advance by emailing

lco@elkislandlocal28.ca.

Another event at the AGM presents another way for members to get involved and that is with the ***filling of our committee positions.***

All of our committees welcome new members and the ideas, energy, and insight that they bring. Please consider joining the Communications Committee, Professional Development Committee, Teacher Werewolf Committee, Annual Representatives Assembly Committee, Diversity/Equity/Human Rights Committee, or

Teacher/Board Advisory Committee.

The third task at the AGM is the ***approval of the budget.*** A proposal is shared with members. There are opportunities to ask questions and add input as to how your local budget is allocated.



Being right after a busy work day, we know that members are hungry, ***so snacks will be provided! There are also draws for door prizes!***

This year the AGM takes place on April 16th. It will start at 4:30 and will be held in the Bev Facey library.

Hope to see you there!



HIDDEN CREATURE CONTEST AND FEBRUARY RESULTS!

by Irene Deatcher

We had a GREAT response to our March contest! Over 40 people found the mischievous monkey. It was hiding in the Conference Corner article (page 9), where you can find events happening "***in the monkey of May***". The phrase continues to amuse me!!

Congratulations goes out to Sydney Munsterman from Ardrossan Elementary – she was chosen by random draw and won a \$100 gift card from Amazon! Thanks go out to all who participated.

There is a different creature in THIS edition of The Bugler. Hidden someplace in this issue is the **name** of a creature which has replaced a regular word in a known phrase.

To participate, send an email to lco@elkislandlocal28.ca with the title "I found the

creature!" In the email, include the name of the creature and the word that you believe it replaced. There is ONLY one correct answer – I am the final judge!

All Local members who reply with the correct answer will have their names put in a draw (cut-off date will be April 6th). This month the prize is a \$100 gift card for Indigo, The Keg, or Amazon (winner's choice)!

Happy searching!

TEACHERS TRANSFORMED

by Rachel Kihn (MHV)

On March 2nd I had the opportunity to participate in the Microsoft [TransformEd Conference](#) hosted in Calgary's Telus Spark Center. My colleague, Sydney Munsterman, and I discovered TransformEd when she was

approached by Microsoft to lead conference sessions on Flip Grid. We were both excited about the opportunity to learn and try something new, so we signed up immediately! My day at TransformEd began by sharing breakfast with six hundred enthusiastic educators where I had the opportunity to connect with fellow Kindergarten teachers from Calgary.

Throughout the day, I then participated in four hands-on sessions that focused on topics such as Flip Grid, Microbit Coding, Hacking STEM Learning and the inclusive technology Microsoft offers. My day at TransformEd concluded with a tour of the Telus Spark center where I spent most of my time in the "Tinker Zone" in awe of magnificent makerspace stations. From this wonderful day of learning and collaboration, I have been able to lead a coding session for my colleagues at Mills Haven and implement more opportunities for my Kindergarten students to problem solve through coding.

CONFERENCE CORNER

#NAESP19



What: Pre K to 8
Principals Conference

Topic areas include:
Innovative Technology

Strategies/Techniques
Instructional Leadership
Arrays of Management
Ethics/Equity in Schools

When: July 10-11, 2019

Where: Spokane,
Washington

Event Information &
Registration Rates:

<http://www.cvent.com/events/2019-naesp-pre-k-8-principals-conference/custom-18-56db43da28c64e86a336d498a9e38fbb.aspx?cpid=17>

Keynote Speakers:



Razia Jan



Michael Fullan



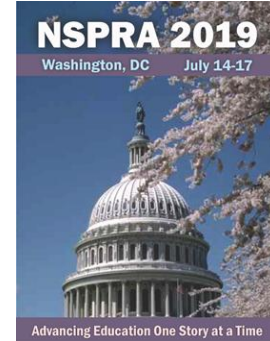
Kwame Alexander

<http://www.cvent.com/events/Info/CustomPage?cpid=17&e=56db43da-28c6-4e86-a336-d498a9e38fbb>

Accommodations:

<https://mmxreservations.com/fer/#/spokane?pageCode=NAESP2019>

NSPRA National Seminar



<https://www.nspira.org/national-seminar>

What: Members of the
National School Public
Relations Association are
advancing education
across the United States
and Canada, one story at
a time.

When: July 14-17, 2019

Where: Washington D.C.

Event Information &
Registration:

<https://www.nspira.org/seminar-registration>

Keynote Speakers:

Kindra Hall, President
and Chief Strategy
Officer at Steller
Collective

Michele Norris, Executive
Director, The Bridge -
The Aspen Institute

https://www.nspira.org/seminar_keynotes

Accommodations:

<https://www.nspira.org/seminar-hotel>

FUN, FUN, FUN AT THE FUNSPIEL

by Deneen Zielke

Our annual bonspiel is always a fun time. No matter the experience level of the teams (some were timing the ice while others were happy that no one slipped and got hurt), fun and connecting with colleagues was the theme of the day. Chantel Werner took over the organization of the event and did an outstanding job. The trophy was won by the Bev Facey team (the ice timers) but we all felt like winners as we got to spend a great day together. Thank you to all the schools that put together teams and came out to play!



MARK YOUR CALENDAR

March 18th - April
2nd

Member Information Meetings (MIM) - Various times and locations - visit [our website calendar](#) for more information

April 4 at 8 AM
until April 7 at
5 PM

Voting is open for ratification of mediator recommendations - [visit the Provincial ATA website](#).

April 1st - 9th

[Diploma Exams](#)

April 7th

[World Health Day](#)

April 11th - 12th

DEHR Conference,
Barnett House

April 16th

Local Council AGM &
Elections, BFH, 4:30pm

April 17th

[Caregiver Series - Test Anxiety: Strategies for Success - SAL](#)

April 19th

Good Friday

April 22nd

Easter Monday

[Earth Day](#)



April 25th - 27th

Middle Years Conference,
Banff, AB

May 1st

[Caregiver Series: Breaking the cycle of anxiety](#)

May 3rd

MCATA Spring Symposium, Red Deer, AB

May 6th - 10th

[Emergency Preparedness Week](#)

May 7th

Gr 6 FLA Partie A PAT, Gr 9 FLA Partie A PAT

May 9th - 11th

HPEC Conference,
Red Deer, AB

May 9th

Gr 6 ELA Part A PAT, Gr 9 Part A PAT

May 11th - 14th

uLead Conference,
Banff, AB

May 17th

Professional Learning Day

May 18th - 20th

Annual Representatives Assembly

May 20th

Victoria Day

President:

Deneen Zielke
 cell: 780-940-5525
President@elkislandlocal28.ca

Local Communications Officer:

Irene Deatcher
 cell: 780-937-4915
lco@elkislandlocal28.ca

Teacher Welfare Committee:

Jennifer Fredeen TWC Chair
 cell: 780-217-3197
twcchair@elkislandlocal28.ca

Linda Butler Dunn (NSC Chair)
 cell: 780-281-0850
butlerdunn@gmail.com

Political Engagement Officer / Annual Representatives Assembly Chair:

Darryl Webb
politicalengagement@elkislandlocal28.ca

Treasurer:

John Murphy
 (school) 780-992-1272
treasurer@elkislandlocal28.ca

Professional Development Chair:

Janet Vader
 (school) 780-449-2787

pdchair@elkislandlocal28.ca

Secretary:

Maxine Holm
secretary@elkislandlocal28.ca

District**Representative:**

Paul Froese
 cell: 780-951-2461

Paul.Froese@teachers.ab.ca

Teacher**Board Advisory Committee Chair:**

Stephen Anderson
 cell: 780-267-2419
tbacchair@elkislandlocal28.ca

LOCAL #28 EXECUTIVE

LOCAL #28 OFFICE

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elkislandpublicata@gmail.com

Address: #847- 33 Blackfoot Road
 Sherwood Park
 T8A 4W5

Office Hours: Tuesday 08:30 - 15:00
 Wednesday 11:30 - 17:00
 Thursday 08:30 - 15:00

The Bugler ATA Local #28

WHO ARE YOU GOING TO CALL?



For policy concerns, working conditions and issues related to how things operate in EIPS contact the Teacher Board Advisory Committee (TBAC):

Stephen Anderson TBAC
tbacchair@elkislandlocal28.ca

For questions about ARTA (Alberta Retired Teachers' Association) that are not answered on [the website](#) or for questions about EIRTA (Elk Island Retired Teachers' Association):

Karen Atkinson (President)
Elk.Island.RTA@shaw.ca

For pay issues, leaves and anything related to the [collective agreement](#), contact the Teacher Welfare Committee (TWC)

or the Negotiating Sub-Committee (NSC):

Jennifer Fredeen TWC
780-217-3197

twcchair@elkislandlocal28.ca

Linda Butler Dunn NSC
cell: 780-281-0850
butlerdunn@gmail.com

For professional conduct issues, contract concerns and employment issues, contact the [ATA at Barnett House](#):

The Alberta Teachers' Association

780-447-9400

OR

1-800-232-7208

Twitter: [@ElkIslandLocal](https://twitter.com/ElkIslandLocal)



Facebook: [ATA Local #28 – Elk Island Public](#)



